


BENEFITS SUMMARY

as of January 1, 2020


	CalPERS RETIREMENT (FY 19/20)		
	Classic Member Tier 1: Hired Before 4/8/2012	Classic Member Tier 2: Hired on or After 4/8/2012	PEPRA Member Tier 3: Hired On or After 1/1/2013
	Final Compensation: Single Highest Year	Final Compensation: Three Highest Years	Final Compensation: Three Highest Years
UFO Unrepresented Fremont Officials UME Unrepresented Management Employees CONFIDENTIAL CFEA City of Fremont Employee Assoc. PETA Professional Engineers & Technicians OE3 Operating Engineers, Local 3 TEAMSTERS FAME NON-SAFETY Fremont Assoc. of Management Employees	2.5% @ 55 Total Rate: 18.258% Employer Rate: 10.258% Employee Rate: 8%	2% @ 60 Total Rate: 17.258% Employer Rate: 10.258% Employee Rate: 7%	2% @ 62 Total Rate: 16.508% Employer Rate: 10.258% Employee Rate: 6.25%
Police Chief & Fire Chief FAME SAFETY Fremont Assoc. of Management Employees BC Battalion Chief IAFF Fremont Prof. Firefighters, Int'l Assoc., Local 1689 FPMA Fremont Police Management Assoc. FPA Fremont Police Assoc.	3% @ 50 Total Rate: 26.993% Employer Rate: 14.993% Employee Rate: 12% (9% Employee Rate + 3% Employee Pick-Up)	3% @ 55 Total Rate: 26.993% Employer Rate: 14.993% Employee Rate: 12% (9% Employee Rate + 3% Employee Pick-Up)	2.7% @ 57 Total Rate: 28.493% Employer Rate: 16.493% Employee Rate: 12% (11.25% Employee Rate + 0.75% Employee Pick-Up)

Note: Survivor Benefit 4th Level for all groups except BC, FAME Safety, and IAFF Survivor Benefit at 3rd Level; **Additional Benefits Summaries:** City Manager (pages 12-13) | City Attorney (pages 14-15) Mayor/Councilmembers (page 16)

The information contained in this document is a summary of benefits to full-time employees For specific information please refer to the applicable bargaining unit contract or employee

BENEFITS SUMMARY


as of January 1, 2020

	HEALTH BENEFITS ALLOWANCE* (HBA)	ABC CASH	CalPERS MEDICAL HMO and PPO Plans				DELTA DENTAL	VISION SERVICES PLAN (VSP)
UFO	\$2,280.00/mo.	HBA amounts not applied toward total benefits cost will be paid to the employee as taxable cash. Maximum: \$580.00/mo.	HMO Plans	Employee Only	Employee + 1	Employee + Family	Employee \$41.20/mo.	<u>VSP Standard</u> Employee \$8.16/mo. Employee + 1 \$11.62/mo. Employee + Family \$20.48/mo. <u>VSP High</u> Employee \$11.88/mo. Employee + 1 \$17.04/mo. Employee + Family \$30.20/mo.
UME			Anthem HMO Select	\$868.98	\$1,737.96	\$2,259.35	Employee + 1 \$76.80/mo. Employee + Family \$131.70/mo.	
FAME NON-SAFETY			Anthem HMO Trad.	\$1,184.84	\$2,369.68	\$3,080.58		
FAME SAFETY			*Blue Shield Access + <i>*(Amador, Napa, Nevada, San Joaquin, Santa Cruz, Sutter and Yuba Counties only)</i>	\$1,127.77	\$2,255.54	\$2,932.20		
FPMA			**Blue Shield Trio	\$833.00	\$1,666.00	\$2,165.80	\$125.20/mo. (composite rate)	
PETA			** <i>(El Dorado, Los Angeles, Nevada, Placer, Sacramento, and Yolo Counties only)</i>					
CONFIDENTIAL			HealthNet SmartCare	\$1,000.52	\$2,001.04	\$2,601.35	\$108.10/mo. (composite rate)	Coverage provided through association
CFEA			Kaiser Permanente	\$768.49	\$1,536.98	\$1,998.07	\$136.80/mo. (composite rate)	
FPA			Western Health Adv.	\$731.96	\$1,463.92	\$1,903.10		
BC								
IAFF								
OE3	Employee Only \$1,271.00/mo.	Eligible to receive \$580.00/mo. if waiving all benefits .	PPO Plans	Employee Only	Employee + 1	Employee + Family	<u>Dental Standard</u> Employee \$68.00/mo. Employee + 1 \$135.00/mo. Employee + Family \$183.00/mo.	Employee \$8.00/mo.
	Employee + 1 \$2,095.00/mo.		PERS Care	\$1,133.14	\$2,266.28	\$2,946.16	<u>Dental w/ Orthodontia</u> Employee \$80.00/mo. Employee + 1 \$147.00/mo. Employee + Family \$195.00/mo.	Employee + 1 \$16.00/mo.
	Employee + Family \$2,607.00/mo.		PERS Choice	\$861.18	\$1,722.36	\$2,239.07		Employee + Family \$22.00/mo.
			PERS Select	\$520.29	\$1,040.58	\$1,352.75		
			PORAC	\$774.00	\$1,699.00	\$2,199.00		
TEAMSTERS	\$2,280.00/mo.		Kaiser Permanente	\$2,241.99 (composite rate)		Coverage provided through association		
			Anthem EPO	\$3,054.35 (composite rate)				
			Direct Pay PPO	\$2,287.22 (composite rate)				

* The City's contribution for insurance (medical/dental/vision) and other benefit coverage available under the Alternative Benefits and Compensation (ABC) Plan.


BENEFITS SUMMARY

as of January 1, 2020

	DEFERRED COMPENSATION		BASIC LIFE INSURANCE/ACCIDENTAL DEATH & DISMEMBERMENT (AD&D)	SUPPLEMENTAL LIFE INSURANCE/ACCIDENTAL DEATH & DISMEMBERMENT	LONG TERM DISABILITY (LTD)	SHORT TERM DISABILITY (STD)
	457(b)	401(a)	Employer Paid	Employee Paid (Voluntary)	Employer Paid	Employee Paid (Voluntary)
UFO	Employer Paid Amount determined at time of hire (Annual Contribution)	Employer Paid 2% of base salary	Basic Life/AD&D \$100,000 coverage Basic Life Premium Rate \$0.087/\$1,000.00 of coverage AD&D Premium Rate \$0.026/\$1,000.00 of coverage	Premiums vary by volume and type of coverage <u>Supplemental Life Insurance</u> Coverage Options: \$10,000 to \$500,000 Employee, Spouse & Family <u>Supplemental AD&D Insurance</u> Coverage Options: \$10,000 to \$150,000 Employee, Spouse & Family	Calculated at 66.67% of employee's monthly salary to a maximum benefit of \$10,000/mo. Premium Rate \$0.551/\$100.00 of base salary	Calculated at 66.67% of employee's monthly salary to a maximum benefit of \$2,500/wk. Premium Rate \$0.221/\$100.00 of base salary
UME	Voluntary		Dependent \$1,500.00 coverage Premium Rate \$0.362			
FAME NON-SAFETY						
FAME SAFETY						
FPMA						
CONFIDENTIAL						
CFEA						
PETA						
OE3						
TEAMSTERS						
FPA		N/A			Basic Life/AD&D \$50,000 coverage Basic Life Premium Rate \$0.087/\$1000.00 of coverage AD&D Premium Rate \$0.026/\$1000.00 of coverage Dependent \$1,500.00 coverage Premium Rate \$0.362	Contribution of \$57.16/mo. LTD maintained by the Union
BC	Contribution of \$24.50/mo. LTD maintained by the Union					
IAFF						


BENEFITS SUMMARY

as of January 1, 2020

	ANNUAL GENERAL LEAVE	MAXIMUM LIMIT ON GENERAL LEAVE	SICK LEAVE	VACATION LEAVE PLAN & ACCRUAL SCHEDULE			
UFO	0-5 yrs = 128 hrs. 6-10 yrs = 152 hrs. 11-15yrs = 164 hrs. 16+ yrs = 188 hrs.	0-5 yrs = 347 hrs. 6-10 yrs = 386 hrs. 11-15 yrs = 426 hrs. 16+ yrs = 465 hrs.	1040 hrs max in sick leave bank (General leave hrs accrued over max leave accrual)	N/A			
UME							
FAME NON-SAFETY							
FAME SAFETY	0-5 yrs = 108 hrs. 6-15 yrs = 132 hrs. 16+ yrs = 188 hrs.	0-5 yrs = 396 hrs. 6-10 yrs = 432 hrs. 11-15 yrs = 468 hrs. 16+ yrs = 504 hrs.					
FPMA							
CONFIDENTIAL	0-5 yrs = 210 hrs. 6-10 yrs = 234 hrs. 11-15 yrs = 258 hrs. 16+ yrs = 282 hrs.	1.5 times annual accrual	520 hrs max in sick leave bank (General leave hrs accrued over max leave accrual)				
					0-5 yrs = 192 hrs. 6-10 yrs = 216 hrs. 11-15 yrs = 240 hrs. 15+ yrs = 264 hrs.		
						0-5 yrs = 192 hrs. 6-10 yrs = 216 hrs. 11-15 yrs = 240 hrs. 16+ yrs = 264 hrs.	
OE3	350 hrs max in sick leave bank (General leave hrs accrued over max leave accrual)						
			TEAMSTERS		300 hrs max in sick leave bank		
						FPA	3 times annual accrual
BC	2 times annual accrual	56 hr schedule 12 hrs/mo. 40 hr schedule 8.57 hrs/mo.					
			IAFF				

BENEFITS SUMMARY


as of January 1, 2020

	MANAGEMENT LEAVE Non-Accrual	FLOATING HOLIDAY Non-Accrual	HOLIDAYS	BEREAVEMENT LEAVE	PERSONAL EMERGENCY LEAVE BANK	
UFO	0-10 yrs = 112 hrs. 11+ yrs = 124 hrs.	8 hrs.	12 days paid	3 work days	Eligible for Personal Emergency Leave Bank which is an employee leave donation pool. Review MOU for specific details. Not applicable to FPA	
UME						
FAME NON-SAFETY						
FAME SAFETY	0-10 years = 88 hrs. 11+ years =112 hrs		104 hrs. paid*			
FPMA	0-10 years = 80 hrs. 11+ years = 104 hrs.					
CONFIDENTIAL	N/A		12 days paid. Pro-rated for part-time employees. CFEA & TEAMSTERS: Employee can set up a holiday bank or bi-weekly payments of holiday hours based on classification.			3 work days
CFEA						
PETA						
OE3						
TEAMSTERS			104 hrs. paid			40 hr. schedule 5 days max. 4-10/4-11 schedule 4 days max.
FPA						
BC						
IAFF		N/A	144 hrs. paid*	56 hr. schedule 3 shifts 40 hr. schedule 5 work days		

*Refer to applicable MOU for specific details


BENEFITS SUMMARY

as of January 1, 2020

 CITY OF Fremont	LEAVE LIQUIDATION PROGRAM	TEMPORARY UPGRADE PAY	TRAINING PAY
UFO	<p>Liquidation amount is based on yrs of service and 75% of max. accrued general leave.</p> <p>Eligible employees submit election in December of current calendar year, lump sum pay out to occur in December of following calendar year (one year between election and cash out).</p>	City Manager Discretion	N/A
UME		Assignments exceeding 3 weeks	
FAME NON-SAFETY		Based on duties and duration of assignment	
FAME SAFETY			
PETA		Greater of first step of higher class or 5% for at least 5 days Greater of bottom of salary range or 10% of base pay for upgrade in management classification for at least 5 days	5% of base pay
CONFIDENTIAL			N/A
CFEA			5% of base pay
TEAMSTERS			N/A
OE3			
FPMA			
FPA	Each fiscal year, leave accrued above the maximum accruable limit is liquidated up to the following hours based on years of service. Automatic liquidation to occur on the paycheck that includes July 1. 1-10 years 40 hours 11+ years 60 hours	Greater of Step 1 of the higher classification or 5% of base pay	Field Training Officer (FTO) 5% of base pay
BC	Liquidation amount is based on years of service and 75% of max. accrued general leave. Amount is dependent on continuous years of service.	5% of base pay <i>(24 hours max. of acting pay)</i>	N/A
IAFF	Eligible employees submit election in December of current calendar year to cash out in the following calendar year. Payments will occur on the last pay date in June and last pay date in December.	5% of base pay Members who are assigned as Battalion Chief for 30 or more consecutive calendar days will be paid at Step 1 Battalion Chief or 5% , whichever is greater for the assignment	\$150/month


BENEFITS SUMMARY

as of January 1, 2020

	SPECIALTY PAY		ANNIVERSARY BONUS
	Classification	Pay	
UFO	N/A		N/A
UME			
FAME NON-SAFETY			
FAME SAFETY			
FPMA			
PETA			
CONFIDENTIAL			
CFEA	Professional Licensed Counselors and Case Managers Bilingual Pay (<i>Eligible classes outlined in MOU</i>)	\$3,600.00/yr (\$138.47 bi-weekly pay) \$1,800.00/yr (\$69.23 bi-weekly pay)	\$500.00 bonus at the completion of 14 and 19 yrs
OE3	Asphalt Pave/Grinder (<i>during paving season</i>) Control Systems Multi-Gang Mower or Irrigation HVAC or Electrical	5% of base pay 10% of base pay 5% of base pay 5% of base pay	
TEAMSTERS	Community Services Officer (CSO): Administrative Assignment Pay Crime Scene Specialist CSO/Traffic Assignment Bilingual Pay (<i>Eligible classes outlined in MOU</i>)	5% of base pay for 40/hr. work week assignment & additional 3.72% of base pay for the length of the 40/hr. assignment 5% of base pay for term of assignment 5% of base pay for term of assignment \$150.00/mo	\$500.00 bonus at the completion of 14 and 19 yrs
FPA	Bilingual Pay Specialist (<i>Eligible classes outlined in MOU</i>) Administrative Officer School Resource Officer	\$150.00/mo 5% of base pay 10% of base pay 5% of base pay	N/A
BC	Staff Assignment Emergency Medical Technician (EMT)	17.5% of base pay for 40/hr schedule 2.5% of base pay	
IAFF	EMT On Call Fire Investigator Paramedic Certification Paramedic Pay Special Operations Task Force Staff Assignment Staff Captain Tiller Assignment	2.5% of base pay 3% of Step 5 Firefighter \$2,500 every 2 years 10% of Step 5 Firefighter 7.5% of base pay 7.5% of base pay for a temp 40/hr wk 17.5% of base pay for 2 year 40/hr wk \$0.625/hr	

BENEFITS SUMMARY


as of January 1, 2020

	EDUCATIONAL INCENTIVE PAY	TUITION REIMBURSEMENT	MANAGEMENT INCENTIVE PAY
UFO	N/A	City Manager Discretion	City Manager Discretion
UME			
FAME NON-SAFETY		\$20,000 max. per employee with at least 6 months of full-time service \$150,000 max. for term of MOU	
FAME SAFETY			
FPMA	5% of base salary	\$20,000 max. per employee with at least 6 months of full-time service \$50,000 max. for term of MOU	N/A
CONFIDENTIAL	N/A	\$30,000 per FY (City funded) \$2,000 max. reimbursement per employee per FY (not to exceed \$20,000 per employee during employment)	
CFEA		\$3,000 max. per employee per FY for certification programs or CEUs \$3,000 max. per employee per FY	
PETA			
OE3		\$1,500 per employee per FY	
TEAMSTERS		\$7,500 per FY (City funded) \$1,500 max. per employee per FY	
FPA	Level 1 2.5% of base pay Level 2 5% of base pay Longevity 2.5% after 8 yrs	N/A	
BC	Grandfathered Plan: \$29.54 bi-weekly Level 2 \$59.08 bi-weekly Level 3 \$100.62 bi-weekly		
IAFF	New Plan (effective 8/1/2017): Level 1 \$29.54 bi-weekly Level 2 \$59.08 bi-weekly Level 3 \$201.33 bi-weekly		

Note: Full-time non-probationary employees are eligible for tuition reimbursement


BENEFITS SUMMARY

as of January 1, 2020

	UNIFORM ALLOWANCE <i>Includes: Tool & Glove Allowance Shoe Allowance</i>	CALL BACK PAY
UFO	Police Chief \$1,500.00/yr. Fire Chief \$1,000.00/yr.	N/A
UME	N/A	
FAME NON-SAFETY	Fire Managers \$1,000.00/yr.	
FAME SAFETY	\$1,000.00/yr. (\$38.47 bi-weekly pay)	
FPMA	\$1,500.00/yr. (\$57.70 bi-weekly pay)	
CONFIDENTIAL	N/A	2 hrs of overtime <i>(Not applicable if called back to work within 2 hrs of regular start time)</i>
PETA	Shoe Allowance \$175 every 2 yrs	
CFEA	\$600.00/yr. or \$750.00/yr. <i>(Eligible classes outlined in MOU)</i> Shoe Allowance \$175 for steel-toed safety boots	
OE3	Shoe Allowance \$225.00/yr. Tools \$550.00/yr. Gloves \$50.00/yr. <i>(Eligible classes outlined in MOU)</i>	If called back between: The end of the shift and 11:59pm = 2 hrs of overtime 12:01am - 11:15pm <i>(during regularly scheduled day off)</i> = 4 hrs of overtime If called back after 12:00am = 3 hrs of overtime
TEAMSTERS	\$550.00/yr. (\$21.16 bi-weekly pay) \$800.00/yr. (\$30.77 bi-weekly pay) \$1,000/yr. (\$38.47 bi-weekly pay) \$800.00 max. reimbursement every 5 yrs for replacement <i>(initial vest provided to Community Services Officer)</i>	2 hrs of overtime <i>(Not applicable if called back to work within 2 hrs of regular start time or if scheduled to appear or return to training sessions/meetings)</i>
FPA	\$1,750.00/yr.	3 hrs minimum of overtime
BC	\$700.00/yr. (\$26.93 bi-weekly pay)	3 hrs of overtime Fire Investigators 4 hrs of overtime
IAFF		<i>(Neither will apply if called back to work within 2 hrs of regular start time)</i>

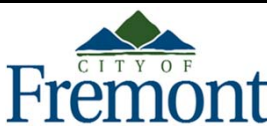
BENEFITS SUMMARY

as of January 1, 2020

	STAND-BY PAY	COURT PAY	LONGEVITY PAY
UFO	N/A	N/A	N/A
UME			
FAME NON-SAFETY			
FAME SAFETY		N/A	24 yrs = 2.3% of base pay
FPMA			N/A
CONFIDENTIAL			
OE3			
CFEA			
TEAMSTERS			
PETA	Stand-by duty = hourly rate: 1 hr for less than 8 hrs on duty 2 hrs for 8-16 hrs on duty 3 hrs for 16-24 hrs on duty Called to duty = 2 hrs minimum of overtime	Classified employees who appear in court on a day off will be paid 4 hrs minimum of overtime	Hired before 7/1/2015: 19 yrs = 2.5% of base pay 24 yrs = 2.3% of base pay 26 yrs = 4.6% of base pay 27 yrs = 2.3% of base pay 28 yrs = 1.2% of base pay Hired after 7/1/2015: 19 yrs = 2.5% of base pay 24 yrs = 2.3% of base pay
FPA	\$150/wk. for Investigators Assignments paid at 1/2 of the regular rate of pay per hr. <i>(3hrs minimum pay)</i>		
BC	N/A	N/A	Hired on or before 12/31/2015: 19 yrs = 1.8% of base pay 26 yrs = 5.8% of base pay Hired before 1/1/2016: 19 yrs = 1.8% of base pay 26 yrs = 5.8% of base pay 27 yrs = 3% of base pay 28 yrs = 1.4% of base pay Hired on or after 1/1/2016: 19 yrs = 2.5% of base pay 24 yrs = 2.3% of base pay
IAFF			


BENEFITS SUMMARY

as of January 1, 2020

 CITY OF Fremont	RETIREE MEDICAL BENEFITS Medical Reimbursement	
UFO*	Employees retired on or after 7/1/2001 with 20+ yrs of service: Kaiser single premium rate (rate in effect on date of retirement)	Employees hired on or after 1/1/2012 will be eligible for medical reimbursement based on total years of City service as provided in the MOU (if applicable), if the following criteria is met: <ol style="list-style-type: none">1. Retire from the City within 120 days of separation2. Vested with CalPERS3. Completed at least 5 years of continuous City service4. At least age 50 or received a CalPERS industrial disability retirement as a result of employment with the City of Fremont
UME*	Employees retired on or after 7/1/2001 with 25+ yrs of service: Kaiser 2-party premium rate (rate in effect on date of retirement)	
FAME NON-SAFETY*	Employees hired on or after 7/1/2007 : 0-5 yrs \$0.00/mo. 6-9 yrs \$200/mo. 10-19 yrs \$225/mo.	
FAME SAFETY*	20-24 yrs Kaiser single premium rate (rate in effect on date of retirement) 25+ yrs Kaiser 2-party premium rate (rate in effect on date of retirement)	
FPMA*		
CONFIDENTIAL	Employees hired prior to 7/1/2007 and retiring during term of MOU within 120 days of separation from the City are eligible for medical reimbursement up to \$300/mo.	
CFEA	Employees hired on or after 7/1/2007 are eligible for medical reimbursement based on total years of service as provided in CFEA MOU.	
PETA	Employees hired prior to 7/1/2006 and retiring within 120 days of separation from the City are eligible for medical reimbursement up to \$300/mo. Employees hired on or after 7/1/2006 will be eligible for medical reimbursement based on total years of service as provided in MOU.	
OE3	Employees hired on or after 1/1/2006 will be eligible for medical reimbursement based on total years of City service as provided in the MOU, if the following criteria is met: <ol style="list-style-type: none">1. Retire from the City within 120 days of separation2. Vested with CalPERS3. Completed at least 5 years of continuous City service4. At least age 50 or received a CalPERS industrial disability retirement as a result of employment with the City of Fremont	
TEAMSTERS	Employees retiring on or after 7/1/2007 are eligible for medical reimbursement up to \$300/mo. if the following criteria is met: <ol style="list-style-type: none">1. Vested with CalPERS2. Completed at least 5 years of continuous City service3. At least age 50 or received a CalPERS industrial disability retirement as a result of employment with the City of Fremont	
FPA*	Employees retired on or after 8/1/1999 will receive medical reimbursement based on total years of City service as provided in MOU. To be eligible for retiree medical reimbursement the employee must retire from the City within 120 days of separation.	
BC*	Employees hired on or before 12/31/2011 : 0-24 years: \$10.00/mo. per years of City service 25+ years: Kaiser 2-party premium rate (rate in effect on date of retirement)	Employees hired after 1/1/2012 are eligible for medical reimbursement based on total years of City service as provided in the MOU, if the following criteria is met: <ol style="list-style-type: none">1. Retire from the City within 120 days of separation2. Vested with CalPERS3. Completed at least 5 years of continuous City service4. At least age 50 or received a CalPERS industrial disability retirement as a result of employment with the City of Fremont
IAFF*	Surviving Spouse: 10-14 yrs \$90.00/mo. 15 yrs \$97.50/mo. 16+ yrs \$100.00/mo.	


*For purposes of evaluating eligibility for this benefit, credit will be given, upon submission of proof by employee, for up to 10 years of service with other public agencies.

as of January 1, 2020

	CITY MANAGER						
CALPERS RETIREMENT	Classic Member Tier 1: Hired Before 4/8/2012		Classic Member Tier 2: Hired on or After 4/8/2012		PEPRA Member Tier 3: Hired On or After 1/1/2013		
	Final Compensation: Single Highest Year		Final Compensation: Three Highest Years		Final Compensation: Three Highest Years		
	2.5% @ 55 Total Rate: 18.258% Employer Rate: 10.258% Employee Rate: 8%		2% @ 60 Total Rate: 17.258% Employer Rate: 10.258% Employee Rate: 7%		2% @ 62 Total Rate: 16.508% Employer Rate: 10.258% Employee Rate: 6.25%		
HEALTH BENEFITS	Health Benefit Allowance (HBA)	CalPERS Medical Plans				Delta Dental	Vision Services Plan (VSP)
	\$2,280.00/mo.	HMO Plans	Employee	Employee + 1	Employee + Family	Employee \$41.20/mo. Employee + 1 \$76.80/mo. Employee + Family \$131.700/mo.	<u>VSP Standard</u> Employee \$8.16/mo. Employee + 1 \$11.62/mo. Employee + Family \$20.48/mo. <u>VSP High</u> Employee \$11.88/mo. Employee + 1 \$17.04/mo. Employee + Family \$30.20/mo.
		Anthem HMO Select	\$868.98	\$1,737.96	\$2,259.35		
		Anthem HMO Trad.	\$1,184.84	\$2,369.68	\$3,080.58		
		Blue Shield Access + <i>(Amador, Napa, Nevada, San Joaquin, Santa Cruz, Sutter and Yuba Counties only)</i>	\$1,127.77	\$2,255.54	\$2,932.20		
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		HealthNet SmartCare	\$1,000.52	\$2,001.04	\$2,601.35		
		Kaiser Permanente	\$768.49	\$1,536.98	\$1,998.07		
		Western Health Adv.	\$731.96	\$1,463.92	\$1,903.10		
		PPO Plans	Employee	Employee + 1	Employee + Family		
		PERS Care	\$1,133.14	\$2,266.28	\$2,946.16		
		PERS Choice	\$861.18	\$1,722.36	\$2,239.07		
		PERS Select	\$520.29	\$1,040.58	\$1,352.75		
		PORAC	\$774.00	\$1,699.00	\$2,199.00		


BENEFITS SUMMARY

as of January 1, 2020

	CITY MANAGER (continued)			
DEFERRED COMPENSATION	401(a): Employer Paid 2% of base salary		457(b): Employer Paid IRS Maximum - Annual City Contribution	
LIFE INSURANCE	Basic Life/AD&D: Employer Paid	Long Term Disability Employer Paid	Supplemental Life Insurance Employee Paid (Voluntary)	Short Term Disability Employee Paid (Voluntary)
	Employee: Two (2) times Basic Yearly Earnings. Premium Rate \$0.087/ \$1,000.00 coverage Dependent: \$1,500.00 coverage	Calculated at 66.67% of employee's monthly salary to a maximum benefit of \$10,000/mo. Premium Rate \$0.551/\$100.00 of base salary	Supplemental Life & AD&D Insurance Coverage Options: Employee, Spouse & Family <i>Premiums vary by volume and type of coverage</i>	Calculated at 66.67% of employee's monthly salary to a maximum benefit of \$2,500/wk. Premium Rate \$0.221/\$100.00 of base salary
ANNUAL GENERAL LEAVE	188 hrs.			
MANAGEMENT LEAVE	124 hrs. (<i>non-accruable</i>)			
FLOATING HOLIDAY	8 hrs. (<i>non-accruable</i>)			
HOLIDAYS	12 days paid			
BEREAVEMENT LEAVE	3 work days			
PERSONAL EMERGENCY LEAVE BANK	Eligible for Personal Emergency Leave Bank which is an employee leave donation pool.			
RETIREE MEDICAL BENEFITS	<div style="display: flex; justify-content: space-between;"> <div style="width: 48%;"> <p>Employees retired on or after 7/1/2001 with 20+ yrs of service: Kaiser single premium rate (rate in effect on date of retirement)</p> <p>Employees retired on or after 7/1/2001 with 25+ yrs of service: Kaiser 2-party premium rate (rate in effect on date of retirement)</p> <p>Employees hired on or after 7/1/2007:</p> <p>0-5 yrs \$0.00/mo. 6-9 yrs \$200/mo. 10-19 yrs \$225/mo. 20-24 yrs Kaiser single premium rate (rate in effect on date of retirement) 25+ yrs Kaiser 2-party premium rate (rate in effect on date of retirement)</p> </div> <div style="width: 48%;"> <p>Employees hired on or after 1/1/2012 will be eligible for medical reimbursement based on total years of City service as provided in the FAME MOU (if applicable), if the following criteria is met:</p> <ol style="list-style-type: none"> 1. Retire from the City within 120 days of separation 2. Vested with CalPERS 3. Completed at least 5 years of continuous City service 4. At least age 50 or received a CalPERS industrial disability retirement as a result of employment with the City of Fremont <p><i>*Eligible to receive 10 years max of service credit with other public agencies.</i></p> </div> </div>			

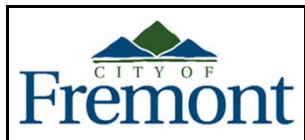
BENEFITS SUMMARY

as of January 1, 2020

	CITY ATTORNEY						
CALPERS RETIREMENT	Classic Member Tier 1: Hired Before 4/8/2012		Classic Member Tier 2: Hired on or After 4/8/2012		PEPRA Member Tier 3: Hired On or After 1/1/2013		
	Final Compensation: Single Highest Year		Final Compensation: Three Highest Years		Final Compensation: Three Highest Years		
	2.5% @ 55 Total Rate: 18.258% Employer Rate: 10.258% Employee Rate: 8%		2% @ 60 Total Rate: 17.258% Employer Rate: 10.258% Employee Rate: 7%		2% @ 62 Total Rate: 16.508% Employer Rate: 10.258% Employee Rate: 6.25%		
HEALTH BENEFITS	Health Benefit Allowance (HBA)	CalPERS Medical Plans				Delta Dental	Vision Services Plan (VSP)
	\$2,280.00/mo. Ineligible to receive ABC Cash	HMO Plans	Employee	Employee + 1	Employee + Family	Employee \$41.20/mo. Employee + 1 \$76.80/mo. Employee + Family \$131.70/mo.	<u>VSP Standard</u> Employee \$8.16/mo. Employee + 1 \$11.62/mo. Employee + Family \$20.48/mo. <u>VSP High</u> Employee \$11.88/mo. Employee + 1 \$17.04/mo. Employee + Family \$30.20/mo.
		Anthem HMO Select	\$868.98	\$1,737.96	\$2,259.35		
		Anthem HMO Trad.	\$1,184.84	\$2,369.68	\$3,080.58		
		Blue Shield Access + <i>(Amador, Napa, Nevada, San Joaquin, Santa Cruz, Sutter and Yuba Counties only)</i>	\$1,127.77	\$2,255.54	\$2,932.20		
		Blue Shield Trio <i> (El Dorado, Los Angeles, Nevada, Placer, Sacramento, and Yolo Counties only)</i>	\$833.00	\$1,666.00	\$2,165.80		
		HealthNet SmartCare	\$1,000.52	\$2,001.04	\$2,601.35		
		Kaiser Permanente	\$768.49	\$1,536.98	\$1,998.07		
		Western Health Adv.	\$731.96	\$1,463.92	\$1,903.10		
		PPO Plans	Employee	Employee + 1	Employee + Family		
		PERS Care	\$1,133.14	\$2,266.28	\$2,946.16		
		PERS Choice	\$861.18	\$1,722.36	\$2,239.07		
		PERS Select	\$520.29	\$1,040.58	\$1,352.75		
		PORAC	\$774.00	\$1,699.00	\$2,199.00		


BENEFITS SUMMARY

as of January 1, 2020

	CITY ATTORNEY (continued)			
DEFERRED COMPENSATION	401(a) Employer Paid - 3.4% of base salary		457(b) IRS Maximum - Annual City Contribution	
LIFE INSURANCE	Basic Life/AD&D: Employer Paid	Long Term Disability Employer Paid	Supplemental Life Insurance Employee Paid (Voluntary)	Short Term Disability Employee Paid (Voluntary)
	\$250,000 coverage Dependent: \$1,500.00 coverage	Calculated at 66.67% of employee's monthly salary to a maximum benefit of \$10,000/mo. Premium Rate \$0.551/\$100.00 of base salary	Supplemental Life & AD&D Insurance Coverage Options: Employee, Spouse & Family <i>Premiums vary by volume and type of coverage</i>	Calculated at 66.67% of employee's monthly salary to a maximum benefit of \$2,500/wk. Premium Rate \$0.221/\$100.00 of base salary
ANNUAL GENERAL LEAVE	204 hrs.			
MANAGEMENT LEAVE	124 hrs. (<i>non-accruable</i>)			
HOLIDAYS	12 days paid			
BEREAVEMENT LEAVE	3 work days			
PERSONAL EMERGENCY LEAVE BANK	Eligible for Personal Emergency Leave Bank which is an employee leave donation pool.			
LEAVE LIQUIDATION PROGRAM	Quarterly payout of all hours over 250			
RETIREE MEDICAL BENEFITS	<div style="display: flex; justify-content: space-between;"> <div style="width: 48%;"> <p>Employees retired on or after 7/1/2001 with 20+ yrs of service: Kaiser single premium rate (rate in effect on date of retirement)</p> <p>Employees retired on or after 7/1/2001 with 25+ yrs of service: Kaiser 2-party premium rate (rate in effect on date of retirement)</p> <p>Employees hired on or after 7/1/2007:</p> <p>0-5 yrs \$0.00/mo. 6-9 yrs \$200/mo. 10-19 yrs \$225/mo. 20-24 yrs Kaiser single premium rate (rate in effect on date of retirement) 25+ yrs Kaiser 2-party premium rate (rate in effect on date of retirement)</p> </div> <div style="width: 48%;"> <p>Employees hired on or after 1/1/2012 will be eligible for medical reimbursement based on total years of City service as provided in the MOU (if applicable), if the following criteria is met:</p> <ol style="list-style-type: none"> 1. Retire from the City within 120 days of separation 2. Vested with CalPERS 3. Completed at least 5 years of continuous City service 4. At least age 50 or received a CalPERS industrial disability retirement as a result of employment with the City of Fremont <p><i>*Eligible to receive 10 years max of service credit with other public agencies.</i></p> </div> </div>			

BENEFITS SUMMARY

as of January 1, 2020

	ELECTED OFFICIALS MAYOR/COUNCILMEMBERS						
CURRENT SALARY	MAYOR: \$3,993.78/mo. COUNCILMEMBERS: \$2,247.93/mo.						
RETIREMENT PLAN	Mayor & Councilmembers must choose one of the following retirement plans (enrollment is mandatory).						
	CalPERS Retirement Plan			OR	Nationwide Retirement Plan		
	6.25% pre-tax contributions of earnings				Part-time, Seasonal, Temporary (PST) Plan is an Alternative Retirement Plan through Nationwide Retirement Solutions which is 7.5% pre-tax contributions of earnings.		
HEALTH BENEFITS	Health Benefit Allowance (HBA)	CalPERS Medical Plans				Delta Dental	Vision Services Plan (VSP)
	\$450.00/mo.	HMO Plans	Employee	Employee + 1	Employee + Family	Employee \$41.20/mo. Employee + 1 \$76.80/mo. Employee + Family \$131.70/mo.	<u>VSP Standard</u> Employee \$8.16/mo. Employee + 1 \$11.62/mo. Employee + Family \$20.48/mo. <u>VSP High</u> Employee \$11.88/mo. Employee + 1 \$17.04/mo. Employee + Family \$30.20/mo.
		Anthem HMO Select	\$868.98	\$1,737.96	\$2,259.35		
		Anthem HMO Trad.	\$1,184.84	\$2,369.68	\$3,080.58		
		*Blue Shield Access +	\$1,127.77	\$2,255.54	\$2,932.20		
		*(Amador, Napa, Nevada, San Joaquin, Santa Cruz, Sutter and Yuba Counties)					
		**Blue Shield Trio	\$833.00	\$1,666.00	\$2,165.80		
		**(El Dorado, Los Angeles, Nevada, Placer, Sacramento, and Yolo Counties only)					
		HealthNet SmartCare	\$1,000.52	\$2,001.04	\$2,601.35		
		Kaiser Permanente	\$768.49	\$1,536.98	\$1,998.07		
		Western Health Adv.	\$731.96	\$1,463.92	\$1,903.10		
		PPO Plans	Employee	Employee + 1	Employee + Family		
		PERS Care	\$1,133.14	\$2,266.28	\$2,946.16		
		PERS Choice	\$861.18	\$1,722.36	\$2,239.07		
PERS Select	\$520.29	\$1,040.58	\$1,352.75				
PORAC	\$774.00	\$1,699.00	\$2,199.00				
DEFERRED COMPENSATION	Voluntary contributions to 457(b) plan						
LIFE INSURANCE	Basic Life/AD&D \$50,000 coverage (\$5.66/mo.) Dependent \$1,500.00 coverage (\$0.32/mo.) (Employer Paid and voluntary enrollment)						
CAR ALLOWANCE	Councilmembers do not typically request reimbursement; however, allowance is an option. Reimbursement is equivalent to the Federal IRS allowance.						
TRAVEL	Reimbursed for approved travel per City Council travel procedures						

The California Government Code regulates elected officials' compensation. The Human Resources Department has prepared this benefit summary to provide a convenient reference tool for staff and other agencies. The Mayor and City Councilmembers are Elected Officials and do not have a Memorandum of Understanding.